

# FIRE AUXILIARY SERVICES UNIT & FIRE AUXILIARY SERVICES SUPERVISORY

## Benefits Overview

**MOU Contract 2023-2027**

### Healthcare Benefits

The Fire District pays a large portion of your healthcare premiums.

#### MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee Only	\$371.39
Employee +1	\$725.98
Employee +2 or more	\$1,026.22



#### DENTAL PREMIUM SUBSIDY

\$9.46  
Requires enrollment in a Fire District medical plan.



#### VISION

No cost for Employee and Dependent coverage.

#### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the Fire District's medical plans, you will receive an extra \$40 per pay period.

The Benefit rates listed above apply to full-time employees (61-80 hours) per biweekly pay period unless noted otherwise. To determine your out-of-pocket costs, use our online Benefits Calculator: <https://hr.sbcounty.gov/benefits-calculator/>

### Leave Provisions

Leave time listed for full-time (61-80 hours) per biweekly pay period unless noted otherwise.



#### Sick

3.69 hours per pay period



#### Holiday

120 hours per year  
(4.62 hours per pay period)



#### Bereavement

3 days per occurrence  
(4 if traveling >600 miles)



#### Vacation

80-160 hours per year  
Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year.



#### Perfect Attendance

Up to 16 hours perfect attendance leave  
Refer to your MOU for eligibility details.



#### Admin Leave

40 hours/year - FAS Only  
Cash-out option available.



#### Annual Leave

40 hours/year - FAS Only  
No cash-out option, use it or lose it.

### Modified Benefit Option (MBO)

All regular full-time employees shall be provided the opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and wage differential. Refer to your Memorandum of Understanding (MOU).

MOU Website: <https://link.sbcounty.gov/MOU> MBO Website: <https://link.sbcounty.gov/MBO>

## County-Paid Benefits



### Tool Allowance

\$500 for Vehicle Services Supervisors



### State Disability Insurance

Premium paid by Fire District.  
Refer to your MOU.



### Basic Term Life Insurance

\$25,000 for all Employees  
\$35,000 for Supervisory Classifications



## Retirement

### SBCERA Retirement Formulas

*Reciprocity provisions may apply*

**Tier I** 2.0% at age 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

### 457(b) Deferred Compensation

Auto-enrollment at 1% of base salary upon hire. Fire District matching contribution, up to 0.50% based upon 1 year of continuous service.

### Retirement Medical Trust (RMT)

#### County Contribution

Based on continuous years of service:  
10-14 years = 1.50% of biweekly base salary  
15-19 years = 2.00% of biweekly base salary  
20+ years = 2.50% of biweekly base salary

### Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

## Voluntary Programs



### Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

<https://link.sbcounty.gov/Life-Insurance>



### AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

<https://link.sbcounty.gov/Life-Insurance>



### Flexible Spending Account (FSA)

Pre-tax account for qualified health care expenses up to \$3,400 annually. Employees who select County sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to \$10 per pay period match.

<https://link.sbcounty.gov/fsa>



### Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

<https://link.sbcounty.gov/DCAP>



### 529 Savings Plan

Invest for future educational expenses with tax-free earnings.

Contact Scholar Share to enroll. <https://link.sbcounty.gov/529>



### Combined Giving

Give back to the community via one time or ongoing payroll deductions.

<https://link.sbcounty.gov/CombinedGiving>



### Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute.

<https://link.sbcounty.gov/Commuter>



### Employee Discounts

Save big at hundreds of national and local merchants.

<https://link.sbcounty.gov/Employee-Discussion-Program>



### Wellness Program

Information, resources and rewards to support your healthy lifestyle.

<https://link.sbcounty.gov/wellness>



### Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you.

<https://link.sbcounty.gov/EAP>



### Annual Tuition Reimbursement

First come, first serve basis not to exceed \$1,650 per fiscal year. Refer to your MOU.

<https://link.sbcounty.gov/MOU>

# Medical Premium Costs for Fire District Plans

## Medical Premium Subsidy

Effective July 11, 2026

Employee Only: **\$371.39 (TBO)** **\$263.69 (MBO)**

Employee +1: **\$725.98 (TBO)** **\$595.30 (MBO)**

Employee +2: **\$1,026.22 (TBO)** **\$841.50 (MBO)**

The Fire District provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

Employee Only Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00	\$76.87
Blue Shield Access + HMO	\$0.00	\$99.19
Blue Shield Signature HMO	\$46.46	\$154.16
Blue Shield PPO	\$405.50	\$513.20
Kaiser Virtual Complete HMO	\$0.00	\$65.38
Kaiser Choice HMO	\$0.00	\$94.50
Kaiser Permanente HMO	\$48.73	\$156.43

Employee +1 Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00	\$83.83
Blue Shield Access + HMO	\$0.00	\$128.51
Blue Shield Signature HMO	\$107.72	\$238.40
Blue Shield PPO	\$855.24	\$985.92
Kaiser Virtual Complete HMO	\$0.00	\$60.83
Kaiser Choice HMO	\$0.00	\$119.07
Kaiser Permanente HMO	\$112.25	\$242.93

Employee +2 or more Coverage		
Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00	\$118.66
Blue Shield Access + HMO	\$0.00	\$181.88
Blue Shield Signature HMO	\$152.64	\$337.36
Blue Shield PPO	\$1,426.97	\$1,611.69
Kaiser Virtual Complete HMO	\$0.00	\$86.09
Kaiser Choice HMO	\$0.00	\$168.50
Kaiser Permanente HMO	\$159.04	\$343.76